

Abbi Laushine Investigation Notes

Laushine Dep x 1

"Incident" Documentation

9/2 Offsite meeting w/ Barbie

discussing problems, + issues in unit. She
Does not feel comfortable discussing on
site. Meeting held at 4's.

Discussed - racial clicks

People not working in teaming environ.

People should feel thankful they have
Jobs.

Much socializing / Personal calls

after meeting I brought it to Charles Edwards
Attention

+ 2 Hour
meeting
Barbie did not
want me to do
anything afraid of
reprimand from unit.

9/16 Episode w/ Shauna - racial slurs
+ threat of violence.

Started w/ Ernie G about people
calling coworkers names.

Barbie
apologized.

re her
sys to cope
leave desk

go for a walk

ask me to
scuss an
issue.

Barbie + Shauna - started arguing
on floor - I stopped it + took
each one in conference room separately.
Stated that bke behavior was unacceptable
+ that if it continued further action
would be taken. I spoke w/ Barbie
for about an hour she reiterated that
people not doing work, clicks, not working
as a team.

I spoke w/ Shauna right after
she apologized, stated that Barbie
was a trouble maker + that this
type of behavior would not happen again.
I again explained that further action
would be taken. Meeting lasted about
10-15 minutes.

Later that same day:

Barbie catches me catches me
near Charles office + states that she
overheard Shauna issue racial slurs
+ threaten violence to someone on the (1)

phone. She stated she heard Shauna say I know people, she doesn't know who she is messing with, I could have someone waiting for her in the garage. Also said was the piece of white trash that sits in front of me.

W/ this information I got Charles Edwards on a conference call + discussed options. We then brought Barbic in for her details of the story asked her questions + would she mind if we told Shauna what she said.

Barbic was visibly nervous, + shaken

Charles stated she wanted thought it okay if Barbic but wanted to check w/ her husband. Charles stated that we need to deal w/ her the employee. + he also understood the reasons for her wanting to discuss it with her husband. We tel Barbic go for the day because of how upset she was.

We then called in Shauna and asked her if she said the things Barbic accused me of. She denied that she said them. Charles then explained UNM's Policy on threats in the workplace + racial slurs. Both were grounds for immediate termination.

Shauna again stated Barbic is a troublemaker + that other people in the unit warned her about how Barbic gossips + spreads rumors + listens in on personal phone calls.

The next w

Week of 20-24 Barbie on vacation.

Monday 27th -

Barbie still distraught about what was said before she left on vacation.

she could not just forget it.

She stated she was

Having difficulty concentrating at work, cannot perform her duties. Still visibly shaken over incident. E-mailed me the need to go over issue.

- I met w/ her at 11:30 and re explained CNR's stance.

Nothing I say can make her feel secure or not nervous.

Thursday Sept 30.

No meetings but Barbie appears upset.

Monday October 4,

Barbie makes an appointment to meet w/ Chris Dyc.

Barbie getting very worked up about meeting doesn't know if she will be able to hold it together, explain she has to be there. Eventually she does decide to go.

Chris, Charles, Jim & myself get together & discuss situation.

Situation has gotten out of control a unit meeting is held w/

Charles, Jim & myself.

Issues discussed

Teaming

Acceptable behavior
Unacceptable behavior

Expectations

Common Courtesy

Professionalism

Respect

Termination if individuals are not performing.

Tuesday the 5th

Barbie states she needs 1/2 Personal day

Wednesday the 6th

I meet w/ Barbie again, she cannot work. This is really affecting her work. She cannot concentrate + is very unsettled.

Talks about getting physically ill on the way home from work.

Suicide thoughts came into play also. Doesn't know if she can go on.

I did my best to reassure her but again I did not have the feeling I was being effective.

Another 2 hour meeting.

After meeting w/ Barbie discussed concerns w/ Charles + Jim.

Both contemplating what is the next step.

Thursday the 7th

Barbie takes another Personal day.

Friday the 8th

Barbie off CBH Day

Monday 11th

No show for Barbie

No phone call stating she'll be out.

I have some concern, I reach Charles at home, he calls her house and leaves message. Within for noon